

# FIRE CHIEF BENEFIT SUMMARY SHEET

## FRINGE BENEFITS AND WELLNESS

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- **CAFETERIA PLAN**  
\$711.25/month towards medical plan plus additional medical premium if eligible
- **DENTAL INSURANCE**  
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Available to employees and dependents
- **VISION PLAN**  
Employer paid for employee only  
Dependents may be added at additional cost
- **LIFE INSURANCE**  
Employer paid \$100,000 policy
- **ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE**  
Non work-related accident up to \$102,000  
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**  
70% after 14 day waiting period up to \$2,500/week  
60% after 180 day waiting period up to \$10,000/month
- **PROFESSIONAL DEVELOPMENT**  
\$75.00/month
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986

## RETIREMENT BENEFITS

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- **RETIREMENT - PERS 3% @ 55**  
City pays a portion of Employee Contribution and reports the portion the City pays as Special Compensation for retirement purposes only
- **RETIREE HEALTH SAVINGS PLAN (RHS)**  
City contributes \$100.00/month  
50% of accrued leave at time of separation
- **RETIREE MEDICAL TRUST**  
\$50.00/pay period employee contribution  
\$50.00/pay period City contribution
- **\$457 DEFERRED COMPENSATION PLAN**  
City matches \$457 deferred compensation employee contribution up to \$100.00/month

## VACATION AND HOLIDAYS

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- **EXECUTIVE LEAVE**  
Less than 15 years of service...316 hours/year  
15+ years of service.....356 hours/year  
Cash out of up to 225 hours/year
- **HOLIDAYS**  
10 days fixed

## SICK LEAVE AND OTHER LEAVES OF ABSENCE

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- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** Unlimited
- **MILITARY LEAVE**  
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay
- **MATERNITY LEAVE**  
16 weeks unpaid leave  
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**  
12 weeks unpaid leave in a 12 month period  
(must supplement with paid leave if available)

## MISCELLANEOUS

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- **BILINGUAL BONUS**  
\$100.00/month
- **CAR ALLOWANCE**  
Vehicle provided
- **WELLNESS**  
\$1,000/fiscal year for physical examination
- **TUITION REIMBURSEMENT**  
75% up to \$3,500/fiscal year
- **EDUCATIONAL INCENTIVE PAY**  
BA/BS.....\$200.00/month  
MA/MS.....\$300.00/month

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.